

**STATE OF UTAH**  
**WIA Waiver Request**  
**Waive the requirement for reporting Performance Outcome Measures for**  
**Workforce Investment Act Title I; Wagner Peyser Act (Labor Exchange); Jobs for**  
**Veterans Act of 2002 (Title 38 USC); and Trade Act.**

Utah seeks a waiver of the seventeen (15 core and 2 customer satisfaction) indicators of performance for employment and training activities authorized under sections 129 and 134 of the Workforce Investment Act; the four Labor Exchange Performance Measures authorized under the Wagner-Peyser Act; the three Veterans Performance Measures authorized under Title 38 United States Code as amended by the Jobs for Veterans Act of 2002; and the proposed Trade Act performance measures. This waiver request will enable Utah's workforce development partners to implement the six (3 adult and 3 youth) new common performance measures being finalized by the United States Department of Labor (USDOL) and five other Federal agencies. The state would like to begin trial implementation of this change as soon as possible in the current program year (PY 2005), or early in PY2006.

These new measures focus on employment placement and retention, earnings, placement in education, attainment of degree or certificate and literacy and numeracy gains. Utah's intent mirrors that of the Workforce Investment Act and WIA Reauthorization – to simplify and streamline the performance accountability system that is an integral part of a reformed workforce development system. This request is in keeping with the state's vision of a more knowledgeable, skilled, engaged and flexible workforce. It has been our experience, and is the consensus opinion of most workforce development professionals, that the current performance measurement system is too cumbersome to be a viable program management tool across departments. A set of clear and understandable outcome measures will ensure accountability across all workforce development programs, while improving program management and performance.

Common performance measures across programs, and data collected for them, will also provide necessary information to help effectively oversee the workforce investment system. They will enhance the state's ability to assess the effectiveness and impact of workforce development efforts. Common measures will provide a more effective means of determining performance of the various programs, accomplishing this through a system-wide perspective. Such a cross-program strategy is consistent with the move toward integration of programs as embodied in the Workforce Investment Act's one-stop system.

1. The statutes effected by this request are at Workforce Investment Act §189(i)(4), §129, §134, §168; 20 CFR WIA Final Rules §652.3, §661.400, §661.410, §661.420, §666.100; Wagner-Peyser Act as amended, Section 10(c) and 3(c); Title 38 United States Code as amended by the Jobs for Veterans Act of 2002; the proposed Trade Act performance measures.

2. State or local statutory regulator barriers: Upon notification of approval of this waiver request, State rules, policies and procedures will be developed and issued to comply with the terms of the waiver.
3. Goals to achieve with the waiver:
  - Provide for a simplified and streamlined performance measurement system.
  - Provide for integrated system-wide performance accountability.
  - Provide commonality across workforce development programs.
  - Reduce paperwork and labor costs associated with performance data collection.
  - Provide clear and understandable information to Congressional and legislative leaders and the general public concerning the use of public funds and return on investment.
  - Provide a more useful program management tool.
  - Provide for customer-driven instead of program-driven outcomes.
  - Provide for better service coordination and information sharing among programs.
  - Serve as a catalyst to begin the process of using the common performance measures across programs.
4. Programmatic outcomes achieved by the Waiver:
  - Greater degree of efficiency in program delivery.
  - Simplified and streamlined performance measurement system.
  - Provides clear and understandable information to stakeholders, including the State Workforce Investment Board (SWIB).
5. Individuals impacted by the waiver: Approval of this waiver will positively impact all customers of the workforce investment system by providing accountability while improving program management and performance.
6. Process used to monitor progress in implementing the waiver: The Utah Department of Workforce Services is the state administrative entity for the Workforce Investment Act, the Wagner-Peyser Act, Veterans Programs and Trade Act. The Utah Department of Workforce Services will monitor the implementation and impact of the waiver, as well as progress toward expected outcomes, through a combination of performance reporting and discussion with stakeholders. State oversight and evaluation will make effective use of these means to identify obstacles and address them. The state will review applicable policies and procedures and modify them accordingly.

The state will submit both an interim and a final report to the USDOL detailing the impact of this waiver. Moreover, Utah invites USDOL to participate in state discussions throughout year one of implementation to monitor and evaluate progress.

The state may develop and submit to USDOL and other departments appropriate waiver requests to accomplish the goals of this trial implementation of the common measures.

7. Process for notice of local boards and opportunity to comment:  
Consistent with the general waiver request, the State is adhering to publication requirements to insure the broadest participation possible, including appropriate partners and interested parties such as labor, community based organizations, and the SWIB.

**(i) Provide notice to any Local Board affected by the waiver:**

Although Utah is a WIA single state workforce investment area, each of the state's five administrative regions have local regional councils on workforce services (as created under state law in 1996) that have provided waiver development input and approval to this Waiver plan.

**(ii) Provide any Local Board affected by the waiver an opportunity to comment on the request:**

Refer to Item above explaining Utah's Single State Service Delivery.

**(iii) Ensure meaningful public comment, including comment by business and organized labor, on the waiver:**

Refer to item above.

Utah appreciates the flexibility afforded to states through the waiver process and anticipates the SWIB waiver plan provides adequate accountability and improved performance for DOL approval.